

EEO Utilization Report

Organization Information

Name: Office Of The Kansas Attorney General

City: Topeka

State: KS

Zip: 66612

Type: State Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

The Office of the Kansas Attorney General (OAG) will provide equal employment opportunity to all persons and make employment decisions based on merit, without regard to race, color, gender (sex), sexual orientation, gender identity, religion, national origin, ancestry, age, status as a qualified individual with a disability, military or veteran status, genetic information, or any other protected characteristic as established by law.

The OAG supports a work environment free from discrimination in which employees are treated with respect and dignity and will endeavor to create and promote a work environment free of harassment and discrimination.

Following File has been uploaded:Non-Harassment Non-Discrimination and Non-Retaliation.pdf

Step 4b: Narrative of Interpretation

The Office of the Kansas Attorney General (OAG) has compared its representation of minorities and females in each EEO category with their representation among those identified in the relevant labor market in the State of Kansas. Upon reviewing the results of the analysis, the following observations were made:

Administrative Support: White males are underrepresented by 20%.

In keeping with the OAG's commitment to having a workforce that reflects the community it serves, the agency will examine its recruitment and retention practices to see if there may be ways to attract more White males to apply for administrative support positions.

Step 5: Objectives and Steps

1. Review job requirements and hiring procedures to identify unnecessary barriers that prevent qualified females and minorities equal employment opportunities.

- a. Human Resources staff will continue to review vacancy announcements to ensure minimum qualifications are essential for the position being filled.

2. Evaluate employment practices to avoid disparate impact.

- a. Review interview questions to ensure they are job related and consistent with business necessity.
- b. Continue to provide training to hiring managers on applicable discrimination laws and workplace diversity.
- c. Screen applicant pools based on criteria that is job related and consistent with business necessity.

3. Explore and expand current recruitment practices to attract qualified minority and female candidates.

- a. Increase, through targeted recruitment, the utilization of minorities, both men and women.
- b. Promote support for equal employment opportunity and workforce diversity by providing training concerning fair employment practices/diversity awareness to employees and managers within the OAG.
- c. Seek assistance from Kansas Works and the Workforce Centers in reaching qualified minority and female candidates.
- d. Increase advertising for attorney and law enforcement positions in Kansas City and Wichita to increase awareness.
- e. Utilize the Kansas Law Enforcement Training Center, the Kansas County and District Attorneys Association, and the careers service offices of accredited state regents institutions which offer a bachelor level criminal justice program for advertising recruitment efforts for sworn law enforcement positions.

Step 6: Internal Dissemination

1. The Equal Employment Opportunity (EEO) policy is included in the agency's Employee Handbook posted on the agency's intranet site, which is available to all OAG employees.
2. EEO (Federal and State) employment law posters are posted on the agency's public website as well as conspicuously posted on agency bulletin boards.
3. EEOP Utilization Report is posted on the agency's intranet site.
4. Inform employees the EEOP Utilization Report may be found on the agency's intranet site or that hard copies of the report are available on request from Human Resources. Include similar notice during New Hire Orientation.
5. Familiarize supervisory personnel with EEOP objectives.

Step 7: External Dissemination

1. Continue to utilize the following statement on job postings:

"The State of Kansas and the Office of the Kansas Attorney General are Equal Opportunity Employers. We value

diversity, equity, and inclusion as essential elements that create and foster a welcoming workplace. All qualified persons will be considered for employment without regard to race, color, gender (sex), sexual orientation, gender identity, religion, national origin, ancestry, age, status as a qualified individual with a disability, military or veteran status, genetic information, or any other protected factor unrelated to the essential functions of the job."

2. Continue to utilize the following statement of employment applications: "The State of Kansas is an Equal Opportunity Employer"

3. EEO (Federal and State) Employment Law Posters are posted on the agency's public website as well as conspicuously posted on agency bulletin boards.

4. EEOP Utilization Report is posted on the agency's public website.

5. Notify recruitment/temporary staffing sources, whose services we utilize, in writing of the OAG's commitment to EEO and how they may obtain a copy of the EEOP Utilization Report.

**Utilization Analysis Chart
Relevant Labor Market: Kansas**

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	17/71%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	100,195/57%	3,190/2%	2,835/2%	415/0%	1,865/1%	40/0%	1,315/1%	145/0%	57,020/33%	2,250/1%	2,735/2%	535/0%	1,030/1%	15/0%	670/0%	140/0%
Utilization #/%	13%	-2%	-2%	-0%	-1%	-0%	-1%	-0%	-4%	-1%	-2%	-0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	26/38%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	36/53%	2/3%	0/0%	1/1%	1/1%	0/0%	0/0%	0/0%
CLS #/%	89,405/36%	3,795/2%	3,450/1%	485/0%	5,180/2%	35/0%	1,045/0%	255/0%	126,395/51%	4,495/2%	4,925/2%	590/0%	4,000/2%	25/0%	1,165/0%	200/0%
Utilization #/%	2%	1%	-1%	-0%	-2%	-0%	-0%	-0%	1%	1%	-2%	1%	-0%	-0%	-0%	-0%
Technicians																
Workforce #/%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/80%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%
CLS #/%	14,320/36%	620/2%	660/2%	140/0%	505/1%	35/0%	140/0%	45/0%	19,070/48%	1,130/3%	1,780/4%	115/0%	890/2%	0/0%	240/1%	0/0%
Utilization #/%	-26%	-2%	-2%	-0%	-1%	-0%	-0%	-0%	32%	-3%	-4%	-0%	8%	0%	-1%	0%
Protective Services: Sworn-Officials																
Workforce #/%	2/50%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	16,215/71%	935/4%	1,015/4%	145/1%	55/0%	25/0%	180/1%	0/0%	3,155/14%	270/1%	540/2%	70/0%	4/0%	0/0%	85/0%	15/0%
Utilization #/%	-21%	21%	-4%	-1%	-0%	-0%	-1%	0%	11%	-1%	-2%	-0%	-0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	15/88%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	38,465/40%	2,195/2%	1,665/2%	270/0%	1,980/2%	15/0%	530/1%	110/0%	44,890/46%	2,095/2%	1,645/2%	150/0%	2,300/2%	20/0%	442/0%	80/0%
Utilization #/%	49%	-2%	-2%	-0%	-2%	-0%	-1%	-0%	-35%	-2%	-2%	-0%	-2%	-0%	-0%	-0%
Protective Services: Non-sworn																

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	4/33%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/58%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	740/34%	45/2%	30/1%	4/0%	4/0%	0/0%	54/2%	0/0%	1,135/52%	8/0%	75/3%	0/0%	4/0%	0/0%	75/3%	0/0%
Utilization #/%	-1%	6%	-1%	-0%	-0%	0%	-2%	0%	6%	-0%	-3%	0%	-0%	0%	-3%	0%
Administrative Support																
Workforce #/%	3/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	26/81%	2/6%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%
CLS #/%	107,630/30%	7,820/2%	7,025/2%	570/0%	1,860/1%	80/0%	1,730/0%	305/0%	199,150/55%	13,995/4%	13,170/4%	1,360/0%	3,045/1%	40/0%	3,800/1%	515/0%
Utilization #/%	-20%	-2%	-2%	-0%	-1%	-0%	-0%	-0%	26%	2%	-4%	-0%	-1%	3%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	102,310/77%	14,590/11%	3,310/2%	1,135/1%	1,580/1%	45/0%	1,365/1%	275/0%	6,490/5%	545/0%	535/0%	35/0%	795/1%	0/0%	103/0%	25/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	164,290/42%	35,075/9%	14,870/4%	1,695/0%	4,595/1%	110/0%	3,505/1%	480/0%	122,560/31%	23,390/6%	11,550/3%	1,570/0%	5,205/1%	85/0%	3,290/1%	415/0%
Utilization #/%																

Significant Underutilization Chart

Job Categories	Male						Female									
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Administrative Support	✓															

Law Enforcement Category Rank Chart

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Special Agent in Charge																
Workforce #/%	2/50%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	15/88%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Deann Tiede

Human Resources Director

08-23-2022

[signature]

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